

**City of Newton
Memorandum of Agreement
Massachusetts Nurses Association
7/25/2011**

Two year contract July 1, 2009 to June 30, 2011:

6/30/2011

Wages:

- \$500 signing bonus for all members of the bargaining unit

Three year contract July 1, 2011 to June 30, 2014:

7/1/2011

1. Health Insurance Changes:

- 75%-25% Contribution rate for all new employees
- Mandatory mail order for all maintenance medications
- Specialist Office visits – new \$35 co-pay/visit
- Outpatient day surgery co-pay –new \$100 co-pay
- A one- time payment of \$500 to current subscribers, as of July 1, 2011, of POS individual plan, a one- time \$1000 payment to current subscribers, as of July 1, 2011, of the POS family plan to switch to an EPO or HMO plan by August 1st 2011 and for the duration of this agreement. Any subscriber who makes the change to an HMO or EPO plan between August 2, 2011 through September 1, 2011 will receive a pro-rated payment of \$750.
- **IAC recommended health plan changes:**
 - Deductible of \$250/\$500, with an annual out of pocket max of \$1000/\$2500
 - Physician Office visits – increase of \$5 from \$15 to \$20/visit
 - Preventative care - \$0 co-pay
 - Emergency Room co-pay increase of \$50 to \$100/visit
 - 30 day Prescription drug co-pay increase
 - Tier 1 - \$15
 - Tier 2 - \$30
 - Tier 3 - \$50
 - The City agrees that in return for the changes listed above, it will not seek further changes in the terms and conditions of the health insurance plans offered by it to its bargaining unit employees without the express written assent of the Association until at the earliest, negotiations for a successor to the 2011 – 2014 collective bargaining agreement. Further, should any federal or state law be enacted purporting to allow any such changes prior to the negotiations for a successor agreement, the City will not pursue any such changes unless it is legally compelled to do so.

2. Wages:

- Lump sum payment of \$700 upon implementation of the health insurance changes, contingent upon ratification by 7/29/2011.

- Placement on attached pay scale, Attachment A, effective 8/31/2011.
- Step on revised pay scale, Attachment B, on usual anniversary/step date.
- The City may hire on the pay plan up to step 3 with written notice to the Union.

3. Bereavement Leave: Amend to read:

An employee shall be entitled to paid bereavement leave during absence from work for a period not exceeding five (5) days due to the death of a parent, step-parent, spouse, child, step-child, or brother, sister, father-in-law, mother-in-law, son-in-law, daughter-in-law, grandparent, grandparent-in-law, grandchild, brother-in-law or sister-in-law. Every such absence shall be approved and certified to by the Commissioner or his/her designee.

4. Article XXIII: Amend to read:

All nurses shall receive an annual cleaning allowance of \$250.00 to be paid in the first pay period in November of each year.

7/1/2012

1. Wages:

- Step on normal anniversary date

Health Insurance Changes:

- POS Flat rate equal to HMO rate
- Introduce a limited network plan as recommended by the IAC

7/1/2013

Wages:

- Step on normal anniversary date

Agreed this 25 day of July 2011, on behalf of:

The City of Newton

MNA

By: Maureen Lemieux
Maureen Lemieux, CFO

By: Susan Riley
Susan Riley, President, MNA

By: Dolores Hamilton
Dolores Hamilton, Director of
Human Resources

By: Linda Sawyer
Linda Sawyer, Co-President, MNA

By: T. Edmund Burke
T. Edmund Burke, Associate Director, MNA

ATTACHMENT A

Nurses Proposal 7/21/2011

Placement
8/31/11

First Name	Last Name	Current Job Class Title	Step	fy11	new step	fy12
GAYLE	LARSON	CERT SCHOOL NURSE	4	49209.84	4*	49403
GAIL	KRAMER	CERT SCHOOL NURSE	8	55386.11	7*	56008
PATRICIA	BOHLING	MS/ NAT CERT SCHOOL N	1	48186.35	2	48984
BECKY	BROOKER	MS/ NAT CERT SCHOOL N	4	52654.52	4	53116
KAREN	KERRIGAN	MS/ NAT CERT SCHOOL N	6	55861.18	5*	56563
SUSAN S	SCHY	MS/ NAT CERT SCHOOL N	6	55861.18	5*	56563
CORNELIA	CULICI	MS/ NAT CERT SCHOOL N	8	59263.13	7	60273
LINDA	SAWYERS	MS/ NAT CERT SCHOOL N	9	61041.03	7*	61649
MARIE	PHILLIPS	MS/ NAT CERT SCHOOL N	9	61041.03	7*	61649
MAUREEN E	ROWLEY	MS/ NAT CERT SCHOOL N	9	36624.62	7*	36989.4
ROZANNE	MILNER	MS/ NAT CERT SCHOOL N	9	61041.03	7*	61649
SUSAN J	RILEY	MS/ NAT CERT SCHOOL N	9	61041.03	7*	61649
SUZANNE	CAMPBELL	MS/ NAT CERT SCHOOL N	9	61041.03	7*	61649
JOYCE	CHENG	PUBLIC HEALTH MS/NAT	6	66346.33	7	66903.03
ELISSA SLOAN	MATLOFF	SCHOOL NURSE	2	39884.43	1	40183.44
JENNIFER A	CIVIN	SCHOOL NURSE	4	42313.39	2*	42489.84
NANCY E	RITTENHOUSE	SCHOOL NURSE	5	17433.12	3*	17660.7
ANN B	GARYIN	SCHOOL NURSE	6	44890.28	4	45044.55
KARIN A	LIEBERMAN	SCHOOL NURSE	6	44890.28	4	45044.55
KATHLEEN	WALSH	SCHOOL NURSE	7	46236.98	5	46839.45
BARBARA	ROSEN	SCHOOL NURSE	9	49052.81	6*	49942.17
LAURA J	MURPHY	SCHOOL NURSE	9	49052.81	6*	49942.17
MARY ANN	STAULO	SCHOOL NURSE	9	49052.81	6*	49942.17
MAUREEN	BISAGA	SCHOOL NURSE	9	49052.81	6*	49942.17
MARGARET	LOWNEY	SPEC NEEDS NURSE	9	47450.77	6*	48443.9
no step until fy14				1263908.9		1278522
budget						1316033
difference						37510
Signing bonus		\$500 X 25 =12,500				
Lump sum payment		\$700 x 25 =17,500				
		\$30,000				

ATTACHMENT B

CITY OF NEWTON, MASSACHUSETTS

NURSES GRID - EFFECTIVE August 31, 2011

7/25/2011

mll

Grade	NNS	% Incr	NCS	% Incr	MS/NAI	% Incr	NET	% Incr	NSN	% Incr
1	\$ 40,183.44		\$ 43,208.00		\$ 47,070.00		\$ 52,247.70		\$ 38,977.94	
1*	\$ 40,950.69		\$ 44,033.00		\$ 48,028.00		\$ 53,311.08		\$ 39,722.17	
2	\$ 41,712.36	3.80%	\$ 44,852.00	3.80%	\$ 48,984.00	4.07%	\$ 54,372.24	4.07%	\$ 40,460.99	3.80%
2*	\$ 42,489.84	3.76%	\$ 45,688.00	3.76%	\$ 49,950.00	4.00%	\$ 55,444.50	4.00%	\$ 41,215.14	3.76%
3	\$ 43,259.88	3.71%	\$ 46,516.00	3.71%	\$ 50,909.00	3.93%	\$ 56,508.99	3.93%	\$ 41,962.08	3.71%
3*	\$ 44,151.75	3.91%	\$ 47,475.00	3.91%	\$ 52,012.00	4.13%	\$ 57,733.32	4.13%	\$ 42,827.20	3.91%
4	\$ 45,044.55	4.13%	\$ 48,435.00	4.13%	\$ 53,116.00	4.34%	\$ 58,958.76	4.34%	\$ 43,693.21	4.13%
4*	\$ 45,944.79	4.06%	\$ 49,403.00	4.06%	\$ 54,226.00	4.26%	\$ 60,190.86	4.26%	\$ 44,566.62	4.06%
5	\$ 46,839.45	3.98%	\$ 50,365.00	3.98%	\$ 55,322.00	4.15%	\$ 61,407.42	4.15%	\$ 45,434.27	3.98%
5*	\$ 47,858.73	4.17%	\$ 51,461.00	4.17%	\$ 56,563.00	4.31%	\$ 62,784.93	4.31%	\$ 46,422.97	4.17%
6	\$ 48,873.31	4.34%	\$ 52,567.00	4.37%	\$ 57,794.00	4.47%	\$ 64,151.34	4.47%	\$ 47,406.94	4.34%
6*	\$ 49,942.17	4.35%	\$ 53,669.00	4.29%	\$ 59,032.00	4.37%	\$ 65,525.52	4.37%	\$ 48,443.90	4.35%
7	\$ 50,931.45	4.21%	\$ 54,765.00	4.18%	\$ 60,273.00	4.29%	\$ 66,903.03	4.29%	\$ 49,403.50	4.21%
7*	\$ 52,087.44	4.30%	\$ 56,008.00	4.36%	\$ 61,649.00	4.43%	\$ 68,430.39	4.43%	\$ 50,524.81	4.30%
8	\$ 52,459.39	3.00%	\$ 56,407.95	3.00%	\$ 62,081.19	3.00%	\$ 68,910.12	3.00%	\$ 50,885.61	3.00%
8*	\$ 53,650.06	3.00%	\$ 57,688.24	3.00%	\$ 63,498.47	3.00%	\$ 70,483.30	3.00%	\$ 52,040.55	3.00%
9	\$ 54,033.18	3.00%	\$ 58,100.19	3.00%	\$ 63,943.63	3.00%	\$ 70,977.42	3.00%	\$ 52,412.17	3.00%
9*	\$ 55,259.57	3.00%	\$ 59,418.89	3.00%	\$ 65,403.42	3.00%	\$ 72,597.80	3.00%	\$ 53,601.77	3.00%
10			\$ 59,843.19	3.00%	\$ 65,861.93	3.00%				
10*			\$ 61,201.45	3.00%	\$ 67,365.53	3.00%				
11			\$ 61,638.49	3.00%	\$ 67,837.79	3.00%				
11*			\$ 63,037.50	3.00%	\$ 69,386.49	3.00%				
12			\$ 63,487.64	3.00%	\$ 69,872.93	3.00%				
12*			\$ 64,928.62	3.00%	\$ 71,468.09	3.00%				
13			\$ 65,392.27	3.00%	\$ 71,969.11	3.00%				
13*			\$ 66,876.48	3.00%	\$ 73,612.13	3.00%				